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FACULTY SENATE
SEPTEMBER 27, 1993
1465

ANNOUNCEMENTS

1. Introduction of Guests.
2. Remarks from Provost Marlin.
3. Announcements by Chair. (See Appendix A, D and E).

DOCKET

4. 530 465 Policy on Sexually Explicit Materials. (See Appendix B, C, and Proposed Amendments 1, 2, 3, and 4 to Appendix C.)

Proposed amendments to the policy were discussed in the Committee of the Whole. After rising from the Committee of the Whole, DeNault moved to replace the underlined portion of Appendix C ("Draft of Policy on Sexually Explicit Materials"), as presented, with the following: (see Amendment 3 to Appendix C - "DeNault amendment")

"Faculty members may decide for sound pedagogical reasons that it is necessary to use course materials that include representations of human sexual acts. When such materials involve photo or film depictions, information sufficient to enable individual students to make a knowledgeable choice about whether to take that course, or attend a specific class session must be made available. Students will not be penalized for not attending a specific class session if such material is to be shown, but students are responsible for learning the content of the class session."

On a division vote (nine "yes" and four "no") the motion carried to amend underlined portion of Appendix C. Motion was made to approve entire "Policy on Sexually Explicit Materials" as amended. Motion carried.

5. 529 464 Request from Ray Kuehl to amend the Emeritus Status Policy Statement. (See Appendix F.)

Ray Kuehl briefly explained proposed amendments to the Emeritus Status Policy Statement, which would provide benefits to spouses of deceased eligible emeritus faculty. It was moved to accept amendments. Motion carried.

The Faculty Senate was called to order at 3:30 p.m. in the Board Room of Gilchrist Hall, by Chairperson Lounsberry.

Present: Edward Amend, Diane Baum, Leander Brown, John Butler, Phyllis Conklin, Kay Davis, Ken DeNault, Reginald Green, Clifford Highnam, Randall Krieg, Roger Kueter, Barbara Lounsberry, Kate Martin, Dean Primrose, Erwin Richter, Ron Roberts, Surendar Yadava, Mahmood Yousefi, Myra Boots (ex-officio)

Absent: Sherry Gable, Roger Kueter

ANNOUNCEMENTS

1. The Chair called for introduction of guests, at which time Lance Vernstrom from the Northern Iowan was introduced.
2. Comments from Provost Marlin.

Provost Marlin said the Board of Regents met Wednesday, September 22. The proposed 5.3% tuition increase for undergraduate students (3.4% tuition costs and 1.9% for maintenance) was a major topic of discussion. She said students expressed particular concerns regarding the deferred maintenance portion. She reported that the presentation given by UNI Student Government's President and Vice President was excellent; she thought we should be very proud of these students. The tuition increase will be decided at the October Board of Regents meeting to be held at UNI Wednesday, October 20.

Provost Marlin reported that the Board of Regents approved all six (6) post-audit reviews from UNI and programs will be continued. She also reported the Professional Development Leaves (PDL) policies from all three institutions were

approved. The Board also approved the University's budget request. She indicated recommendations for FY 1995 were minimal for all three regents institutions given state conditions, but that the \$1.1 allocated for UNI's enrollment growth will be forwarded to the Governor and General Assembly.

Provost Marlin announced that statistics from the new annual student profile indicates that 95.3% of freshmen students graduated from the upper half of their classes, which is a slight increase from last year and historically the highest since the data she reviewed since the 1960s. She also stated that in standardized ACT test scores, the mean composite was 23 with only 1.4% scoring less than 17. She stated UNI is becoming a place of choice for high-quality students.

Provost Marlin also congratulated the Iowa Waste Reduction Center for recently receiving a \$700,000 grant from the EPA to establish the Small Business Pollution Prevention Center.

In conclusion, Provost Marlin expressed praise for Chair Lounsberry, stating she had recently attended a lecture of the Iowa Humanities Board which honored Barbara Lounsberry. The Provost will try to arrange for campus lectures to be held in honor of outstanding faculty.

Responding to Senator Primrose's question as to what issues were raised concerning PDL programs, Provost Marlin stated more stress is being placed on greater accountability of the work completed while on PDL.

3. Announcements by Chair Lounsberry.

Chair Lounsberry expressed her pride as well as UNI's in the UNI Student Government leaders, who spoke of the quality education they received UNI at the Board of Regents meeting September 22.

The Chair distributed Faculty Senate Committee appointments and expressed gratitude to those who accepted these appointments (Appendix A).

Chair Lounsberry announced that there would be a joint ISU/UNI/SUI meeting of faculty leaders Friday, October 8, with seven representatives from UNI attending. She indicated the seven representatives from UNI would be herself; Myra Boots, President of the Faculty; Sharon Smaldino, Secretary of the Faculty; Edward Amend, representing the Faculty Senate; Norris Durham, Chair of the Graduate Faculty; Ira Simet, Chair of the Graduate Council; and Peter Goulet, representing the Strategic Planning Committee. All UNI colleges would be represented. She distributed suggested agenda items for this October 8th meeting and encouraged faculty to notify one of the seven representatives if they wish to have additional items discussed. (See Appendix D).

Chair Lounsberry announced that Governor Terry Branstad would be coming to UNI to address the faculty on Monday, November 15, from 3:30 to 4:30 p.m. She indicated the Governor would be speaking for 15-20 minutes, with the remaining time open to questions. Details will be given later as to whether there will be a reception following.

Chair Lounsberry announced that Pat Geadelmann, Director of Governmental Relations, would be speaking to Faculty Senate at the next meeting, October 11, regarding legislative priorities.

The Chair indicated she had been receiving responses to her questionnaire from faculty regarding their computer status, their needs, benefits they have experienced or would like to utilize. She stated that Roger Sell is tallying these surveys on computer, and she would report the results to Faculty Senate at a later date.

Chair Lounsberry thanked all faculty who have attended the Harvesting Computer Technology Sessions, and reminded everyone there were three sessions remaining: Tuesday, September 28, on Library resources; Thursday, September 30, on Internet; and Tuesday, October 5, on setting up course NOTES Conferences or bulletin boards. She again encouraged all faculty to take the opportunity to introduce themselves to the variety of technological resources available.

In conclusion, Barbara Lounsberry shared with senators her personal goal that all faculty be connected to the university's computer network in the academic year 1993-94. At this time she read a letter from the department heads in the College of Humanities and Fine Arts endorsing this goal (see Appendix E).

DOCKET

4. 530 465 Policy on Sexually Explicit Materials. (See Appendix B and C, and proposed amendments 1, 2, 3 and 4 to Appendix C.

For senator's information, Chair Lounsberry distributed the policy passed by Iowa State University's Faculty Senate September 7, 1993, (see Appendix B), and indicated that University of Iowa's Faculty Senate would not be voting on this issue until Tuesday, September 28.

Chair Lounsberry then distributed Appendix C, "Draft of Policy on Sexually Explicit Materials". She reminded senators that this entire section on "Responsibilities to Students" (as amended by Faculty Senate) will be UNI's new policy, not just the underlined part. She stated that this section of the Policies and Procedures manual reveals how historically important the academic freedom of the student has been.

Referring senators to Item #5 in the draft policy (see Appendix C), the Chair explained the underlined portion represented the addition which responds to the Board of Regents' request. At this time she also distributed a proposed amendment to the draft policy which had been submitted to her by a CHFA constituent (see proposed Amendment 1 to Appendix C). She then distributed "Proposed Amendments to Underlined Section," (see proposed Amendment 2 to Appendix C), which she had compiled designating all proposed amendments to the underlined section which she had received.

Baum moved, Roberts seconded to approve the "Draft of Policy on Sexually Explicit Materials".

To discuss this issue, Amend moved, Primrose seconded to go into a Committee of the Whole. Motion carried.

When in the Committee of the Whole, Senator DeNault presented his proposed amendment to the underlined portion in Item #5, as presented in his letter to Senators dated September 22, 1993. (see proposed Amendment 3 to Appendix C - "DeNault Amendment"), which read as follows:

"Faculty members may decide for sound pedagogical reasons that it is necessary to use course materials that include representations of human sexual acts. When such materials involve photo or film depictions, information sufficient to enable individual students to make a knowledgeable choice about whether to take that course, or attend a specific class session must be made available. Students will not be penalized for not attending a specific class session if such material is to be shown, but students are responsible for learning the content of the class session."

At this time, Senator Amend also presented his proposed amendment, consisting of two paragraphs, (see proposed Amendment 4 to Appendix C - "Amend Amendment"), to the underlined portion in Item #5, which read as follows:

"On some occasions faculty members may decide for sound pedagogical reasons to address subjects or use course materials which some students may find shocking or offensive. These might include incidents of violence, representations of human sexual acts, political ideologies, philosophical speculations, religious myths, etc. Students are encouraged to express reasoned exception to the data or views offered in any course and are free to reserve judgment about matters of opinion, and faculty members must always respect the freedom of students to present their own viewpoints.

When such materials involve graphic depictions that could reasonably be expected to be unsettling to some students, information should be provided to enable students to decide whether or not to take that course or to attend specific sessions. While faculty must not exercise reprisals upon students who for reasons of conscience do not attend such classes, the presentations therein continue to be considered part of student responsibility."

In the lengthy discussion which followed, senators and faculty present questioned the use of the term "human sexual acts" in DeNault's proposed amendment versus the use of the term "graphic depictions" in Amend's proposed amendment.

Senator DeNault responded, in behalf of his amendment, that the Board of Regents had asked for a policy on how we address "sexually explicit" materials and informing students. He stated he felt his amendment complied with this request, and it was not necessary to go into specifics.

Senators Brown and Yousefi expressed support for DeNault's proposed amendment, with Senator Brown suggesting the possibility of incorporating Amend's 1st paragraph with DeNault's proposed amendment.

Murray Austin stated he supported DeNault's approach and did not believe the "laundry list" should be used. He felt the second paragraph of Amend's proposed amendment should be dropped. He further commented that students are always welcome to debate issues with a faculty member and most faculty would encourage this type of debate. He stated students still had choices in that there were very few courses in which every student must take a certain section.

Speaking in behalf of his amendment, Senator Amend stated his broader "laundry list" approach alleviates future questions, and further commented that the second paragraph provides an opportunity to give positive affirmation to the 1st amendment rights of students.

Martie Reineke concurred with Senator Amend on his broader approach as a protection of academic freedom, and further pointed out that sexual depictions are not the same as graphic depictions. Giving the teaching of religious myth as an example, she stated certain actions/pictures studied in class may be perceived as sexually explicit. She explained, however, that in the context of early cultures and religious myth, "sexual" is not a category used, and warned of the difficulty in informing students in this type of situation.

Chair Lounsberry called on the representatives of the UNI Student Government for their opinions, at which time Keith Saunders stated the majority of students are understanding of this type of subject matter and expressed his feeling that an announcement in class at the beginning of the year and an announcement the day before reiterating this fact should be sufficient.

As discussion concluded, Senator Green stated he did not feel the proposed amendment which was more narrow was appropriate to this document, and expressed his feeling that, if passed and incorporated into this document, the intent of the document would be diluted, and would be a disservice to students in the future.

Primrose moved, DeNault seconded to rise from the Committee of the Whole. Motion carried.

Referring to the draft policy on the table (Appendix C), DeNault moved, Baum seconded "to replace the underlined portion of Appendix C, as presented, with the following:"

"Faculty members may decide for sound pedagogical reasons that it is necessary to use course materials that include representations of human sexual acts. When such materials involve photo or film depictions, information sufficient to enable individual students to make a knowledgeable choice about whether to take that course, or attend a specific class session must be made available. Students will not be penalized for not attending a specific class session if such material is to be shown, but students are responsible for learning the content of the class session."

Chair Lounsberry called for a division vote. On a division of the house, DeNault's amendment to the policy was passed with nine "yes" and four "no."

DeNault moved, Baum seconded to accept entire "Policy on Sexually Explicit Materials", as amended. Senator Green at this time again reiterated his feeling that the policy, as amended, was inappropriate to this document. Motion carried to approve the entire "Policy on Sexually Explicit Materials" as amended.

5. 529 464 Request from Ray Kuchl to amend the Emeritus Status Policy Statement. (See Appendix F.)

Ray Kuchl explained that the proposed amendments to the Emeritus Status Policy Statement would provide benefits for spouses of eligible emeritus faculty members whose service is terminated by death. He indicated these benefits would include eligibility for health insurance benefits, parking permits, and library services.

In the brief discussion that followed, it was clarified that the faculty member must have met emeritus eligibility requirements at time of death, and also that the spouse or department may apply for emeritus status in behalf of the deceased faculty member.

To remain consistent with current emeritus procedures, it was requested that a friendly amendment be made by replacing the word "granted" in Items I and II with the words "considered for" to which Ray Kuehl agreed.

DeNault moved, Butler seconded to accept the proposed amendments to the Emeritus Status Policy Statement. Motion carried.

In conclusion Chair Lounsberry announced that Sue Follon, Vice President of Educational and Student Services, and Clark Elmer, Director of Enrollment Management and Admissions, have requested a consultative session on Enrollment Management at the next meeting of the Faculty Senate, October 11. She stated they wish to seek the Faculty Senate's counsel on how faculty can be involved in discussions of the size and mix of the university. She indicated a motion was needed to authorize a consultative session. Baum moved, DeNault seconded to authorize a consultative session with Sue Follon and Clark Elmer. Motion carried.

Their being no further business, the Chair ruled the meeting adjourned at 5:30 p.m.

Respectfully submitted,

Diane Wallace
Secretary

These minutes shall stand approved as published unless corrections or protests are filed with the Secretary of the Senate within two weeks of this date, October 1, 1993.

APPENDIX A

FACULTY SENATE COMMITTEE APPOINTMENTS

General Education Committee

Dr. Roger Kueter, Faculty Senate Representative

Regents Faculty Excellence Awards Committee

Dr. Katherine Martin, Faculty Senate Representative

Ad-Hoc Committee on Facilitating Faculty Grantswriting

Dr. Geoffrey Mills, College of Business Administration
Dr. Christine MacFarlane, College of Education
Dr. Richard McGuire, College of Humanities & Fine Arts
Dr. Barton Bergquist, College of Natural Sciences
Dr. William Downs, College of Social & Behavioral Sciences
Dr. Patricia Larsen, Rod Library

APPENDIX B

FOUR STATE UNIVERSITY POLICY

NOTIFICATION OF STUDENTS REGARDING SEXUALLY EXPLICIT CLASS CONTENT

"For sound pedagogical reasons, a faculty member may decide to use course materials that include explicit visual representations of human sexual acts. The faculty member has an obligation to inform students at the beginning of the course about the nature of that material. If a student chooses not to view the presentation(s) and the faculty member determines that alternative assignment(s) are not feasible, the student shall be permitted to drop the course without penalty (as an administrative drop) within seven calendar days of the class being so informed."

Approved by the Faculty Senate

September 7, 1993

Draft of Policy on Sexually Explicit Materials

UNI Faculty Senate Action Requested: Approval of the following document which amends Section II, Responsibilities to Students under "Ethics (Professional) and Academic Responsibility" of UNI's current Policies and Procedures manual:

II. Responsibilities to Students

Faculty members have the responsibility for creating in their relations with students a climate that stimulates and encourages students' endeavors to learn. Faculty should exemplify high scholarly standards and respect and foster students' freedom to choose and pursue their own goals.

1. Faculty members have the obligation to make clear the objectives of each course or program, to establish requirements, to set standards of achievement, and to evaluate student performance.
2. Students are entitled to the same intellectual freedom that faculty members enjoy. Faculty must respect that search for or consideration of diverse or contrary opinion.
3. The student's freedom to learn must be protected from assault by others. Repressive or disruptive actions on the part of some students must not be permitted to interfere with the learning activities of other students.
4. Faculty members have the obligation to meet their classes as scheduled or, when circumstances prevent this, to make appropriate alternative arrangements.
5. Faculty members have the obligation to teach their courses in a manner that is consistent with the course descriptions published in the catalogue. They must not persistently intrude into their classes materials or personal views that have no relation to the subject matter of the course.

On some occasions, faculty members may decide for sound pedagogical reasons that it is necessary to address subjects or use course materials which some students may find shocking, outside of their experience, or even odious; these might include incidents of violence, representations of human sexual acts, philosophical or religious ideas, political ideologies, etc. When such materials involve graphic depictions that could reasonably be expected to be unsettling to some students, information sufficient to enable individual students to make a knowledgeable choice about whether or not to take that course, or attend a specific class session should be provided. Faculty should not exercise reprisals upon students because they decide not to attend such a class presentation; however, such presentations are considered part of course content. Regardless of

course content, faculty members should always respect the freedom of students to present their viewpoints. Students are encouraged to express reasoned exception to the data or views offered in any course and are free to reserve judgment about matters of opinion; however, they are responsible for learning the content of any course of study for which they are enrolled.

6. The distinction between established fact and speculative opinion must be maintained as clearly as possible. Wherever values and judgments constitute part of the subject matter, they should be identified as such.
7. Faculty members owe to students and to the university a fair and impartial evaluation of student work. Such evaluation should be consistent with the standards of the institution and must not be influenced by such factors as religion, race, age, sex, sexual orientation, or political views, or be based on student agreement with the faculty member's opinions on matters of controversy within the discipline.
8. Faculty members have certain obligations as the intellectual guides and counselors to their students. They should make themselves reasonably available to students and should publicize the times and places of their availability.
9. In advising students, faculty members must take every reasonable precaution to insure that the information they disseminate is accurate. The progress of students toward achievement of their academic goals must not be thwarted or retarded because faculty members have neglected their obligations as advisors and counselors.
10. Advising and counseling students sometimes results in confidential disclosures by the student to the faculty member. These confidences must be scrupulously respected.
11. Students must never be used for a faculty member's personal or private gain. If a student makes any contribution to the faculty members' work, such contribution must be fully acknowledged.

After II. 5. First Paragraph

"On some occasions faculty members may decide for sound pedagogical reasons [OMISSION] to address subjects or use course materials which some students may find [MODIFIED:] shocking or offensive. These might include incidents of violence, representations of human sexual acts, [MODIFIED:] political ideologies, philosophical speculations, religious myths, etc. When such materials involve graphic depictions that could reasonably be expected to be unsettling to some students, information [MODIFIED:] should be provided to enable students to decide whether or not to take that course or to attend specific sessions. [MODIFIED:] While faculty should not exercise reprisals upon students who for reasons of conscience do not attend such classes, the presentations therein continue to be considered part of student responsibility. [MODIFIED:] Students are encouraged to express reasoned exception to the data or views offered in any course and are free to reserve judgment about matters of opinion, and faculty members should always respect the freedom of students to present their [MODIFIED:] own viewpoints."

Proposed Amendments to Underlined Section

Sentence 1: Delete that it is necessary

Sentence 1: Delete outside of their experience & change even odious back to offensive

Phrase would read: which some students may find shocking or offensive

Sentence 2: Change philosophical or religious ideas, political ideologies to political ideologies, philosophical speculations, religious myths

Sentence 3: Change sufficient to enable individual students to make a knowledgeable choice about whether or not to take that course, or attend a specific class session should be provided to

should be provided to enable students to decide whether or not to take that course or to attend specific sessions.

Sentence 4: Change Faculty should not exercise reprisals upon students because they decide not to attend such a class session; however, such presentations are considered part of course content.
to

While faculty should not exercise reprisals upon students who for reasons of conscience do not attend such classes, the presentations therein continue to be considered part of student responsibility.

Sentence 5: Delete Regardless of course content they should respect the freedom of students to present their viewpoints.

Sentence 7: Delete clause following semi-colon: ; however, they are responsible for learning the content of any course of study for which they are enrolled. and substitute
, and faculty members should always respect the freedom of students to present their own viewpoints.

September 22, 1993

Senators
University Faculty Senate
University of Northern Iowa

Dear Fellow Senators,

After considerable discussion over the past several months with colleagues in the College of Natural Sciences on the proposed and continually expanding policy regarding the use of "Sexually Explicit Materials" I intend to introduce the following motion as a substitute for the motion in Docket 465:

Faculty members may decide for sound pedagogical reasons that it is necessary to use course materials that include representations of human sexual acts. When such materials involve photo or film depictions, information sufficient to enable individual students to make a knowledgeable choice about whether to take that course, or attend a specific class session must be made available. Students will not be penalized for not attending a specific class session if such material is to be shown, but students are responsible for learning the content of the class session.

The rationale for this substitute motion is that the proposed motion has ballooned to effectively cover most courses taught at U.N.I. Why should we adopt such a broad policy when we were initially requested to deal with a very narrow issue, specifically the use of "sexually explicit graphic material" (I believe that was the Board's phraseology)? Consider the present motion.

The present motion states "On some occasions faculty members may decide for sound pedagogical reasons that it is necessary to address subjects or use course materials which some students may find shocking, outside of their experience, or even odious: ...". This phrase seems sufficiently expansive to cover most courses taught at U.N.I. What course does not address subjects that students might find "shocking" or "outside their experience"? Many students find the discussion of study or study habits "odious". A laundry list of non-inclusive subjects follows. These include "incidents of violence, representations of human sexual acts, philosophical or religious ideas, political ideologies". This represents a smorgasbord of potential topics that a reasonable person could expand to include the content of virtually every course taught at U.N.I. The term "graphic depiction" is then used as the delimiter for further action by an instructor. Would not my drawing on the blackboard be a "graphic depiction"? In fact, graphic depiction could include everything from a doodle on a note pad to live models. If this material can be "reasonably expected to be unsettling to some students ..." certain actions need to be taken. I would hope that much of what I teach in Crystallography would be "unsettling to some students". Is this what we wish to say? And my personal favorite: "faculty should not exercise reprisals ...". This sounds more like military action rather than academic procedures. The last two sentences have no bearing

After II. 5. First Paragraph

On some occasions faculty members may decide for sound pedagogical reasons to address subjects or use course materials which some students may find shocking or offensive. These might include incidents of violence, representations of human sexual acts, political ideologies, philosophical speculations, religious myths, etc. Students are encouraged to express reasoned exception to the data or views offered in any course and are free to reserve judgment about matters of opinion, and faculty members must always respect the freedom of students to present their own viewpoints.

When such materials involve graphic depictions that could reasonably be expected to be unsettling to some students, information should be provided to enable students to decide whether or not to take that course or to attend specific sessions. While faculty must not exercise reprisals upon students who for reasons of conscience do not attend such classes, the presentations therein continue to be considered part of student responsibility.

APPENDIX D

SUGGESTED AGENDA ITEMS

JOINT ISU/UNI/SUI MEETINGS OF FACULTY LEADERS

Friday, October 8, 1993
10:00 a.m. to 4:00 p.m.
107 Laboratory of Mechanics

(Suggested Items from UNI and ISU)

1. Sexually Explicit Materials Policy
2. "Productivity"/Strategic Planning Processes
3. Faculty Evaluation and Advancement
4. Relationships and Communication Between Senates and Administrations
(Time and Decisions)
5. Building Collegiality and Faculty Morale



APPENDIX E

To Whom It May Concern:

Dr. Barbara Lounsberry, Chair of the University Senate, in her address to the faculty on Aug 30, shared a personal goal for AY 93-94 that all faculty be connected to the university's main frame. In her speech, Dr. Lounsberry eloquently spoke to the benefits of VAX access and encouraged the faculty to take advantage of opportunities provided.

The Heads of CHFA concur that access to the mainframe is increasingly important, if not critical, for all faculty in the performance of their responsibilities. It is further believed that the university should assume the obligation of assuring that each faculty member has access to the mainframe via hookup of faculty PC's or terminals. Department budgets, already stretched/strained cannot be expected to sustain such charges.

All faculty should have access to E-mail, Infosystem, the library holdings, etc. There ought not to be the "haves and have nots." We heartily endorse Dr. Lounsberry's goal.

C:\DATA\WP51\HALL\LOUNSBERRY



University of Northern Iowa
Education Center, Rm. 509
Cedar Falls, Iowa 50614-0614
(319) 273-2026

1 May 1993

To: Chairperson, University Senate
Fr: Ray Kuehl, Chair, UNI/Emeritus Association
Re: Posthumous Granting of Emeritus Status

During the 1992-1993 academic year the untimely death of several faculty members who would have been eligible for emeritus status, had they lived to retire, has prompted this request.

The purpose of this request is to seek several changes in Sections I, II and V of the EMERITUS STATUS Policy Statement (53-A-1, Revision 3) of the UNiversity of Northern Iowa Policies and Procedures Manual.

It is proposed that the following changes be considered and subsequently approved:

I. General (add the following statement)

Eligible members whose service is terminated by death shall be granted emeritus status posthumously.

II. Application for Emeritus Status (add the following statement)

For the deceased faculty member to be granted emeritus status posthumously, the spouse shall follow the same procedures stated above.

V. Privileges of Emeritus Spouses (add the following statement)

Spouses of faculty members who are granted emeritus status posthumously shall be entitled to those privileges stated above. If the spouse is a current member of the faculty, the above privileges would not be granted.

NOTE: The UNI/EA will assume responsibility for notifying the spouse when emeritus status is granted posthumously.

PC: Dr. Nancy Marlin, Vice-President and Provost, Office of Academic Affairs

University of Northern Iowa Emeritus Association